



**Supervising Rehabilitation Therapist  
Examination Announcement**

**California Department of Veterans Affairs**

*Open Examination for the Following Location(s):  
Veterans Home of California –  
Barstow, Chula Vista, Fresno, Lancaster, Redding, Ventura & West Los Angeles*

Final Filing Date: Continuous Filing and Testing

<b>AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER</b>	Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.
<b>WHO SHOULD APPLY:</b>	Candidates who meet the minimum qualifications as stated below may apply for this examination. Once you have taken the examination, you may not reapply for twelve (12) months. All applicants must meet the education and/or experience requirements as stated on this examination announcement.
<b>HOW TO APPLY:</b>	<p>Applicants may apply by submitting a State of California Examination Application (STD. Form 678) to the Human Resources Division at the address listed below:</p> <p><b>California Department of Veterans Affairs Attn: Supervising Rehabilitation Therapist Exam 1227 O Street Room 404 Sacramento, California 95814</b></p> <p>The testing office will accept Examination Applications (STD. Form 678) continuously and will notify and test applicants on an as needed basis. Eligible lists will be merged. Please indicate which spot location(s) you are interested in on your application.</p> <p>Submit applications only to address indicated above. <b>Do not submit to the CA Department of Human Resources (CalHR).</b></p> <p><b>NOTE:</b> Only applications with original signature will be accepted. Facsimiles (FAX) or emailed applications will not be accepted under any circumstance.</p>
<b>APPLICATION REQUIREMENTS</b>	<p>It is your responsibility to make sure you meet the education and/or experience requirements stated on this announcement on the date you submit your application. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required. Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.</p> <p><b>All applicants must show their license number, title, and expiration date on their applications. Applications received without this information will be rejected.</b></p> <p><b>NOTE:</b> All applications/resumes must include: “to” and “from” date (month/day/year); time base; and class title. College course information <b>must</b> include title, number of semester or quarter units, name of institution, completion dates, and degree (if applicable). Applications/resumes received without this information may be rejected.</p>
<b>SALARY RANGE</b>	\$5,679.00 - \$6,367.00
<b>THE POSITION</b>	The Supervising Rehabilitation Therapist, under general direction, plans, directs, and supervises personnel of the rehabilitation therapy program of a State facility; coordinates rehabilitation activities with other interdisciplinary services of the facility; performs rehabilitation therapy work and does other related work.
<b>SPECIAL REQUIREMENTS</b>	Ability to develop and maintain cooperative relationships with individuals and groups; sympathetic and objective understanding of the problems of mentally and physically handicapped persons; tact; patience, and emotional stability; pleasing personality; and neat personal appearance.

See Reverse Side for Additional Information

**Supervising Rehabilitation Therapist (8316) Exam Code 1VAHN Continuous Filing and Testing**  
This bulletin cancels and supersedes all previously issued bulletins for this class at these locations.

<b>MINIMUM QUALIFICATIONS</b>	<p>Either I: Two years of experience in the California state service performing the duties of a Recreation, Music, Art or Dance Therapist.</p> <p>Or II: Graduation from a recognized college with major work in a rehabilitation therapy specialty. <b><u>AND</u></b></p> <p>Two years of supervised rehabilitation therapy experience.</p>
<b>KNOWLEDGE AND ABILITIES</b>	<p><b>Scope of the Examination:</b></p> <p><b>Knowledge of:</b></p> <ol style="list-style-type: none"><li>1. Thorough knowledge of theory and practice of the mental and physical rehabilitation of mentally and physically disabled persons in order to accurately assess and develop plans of care</li><li>2. Thorough knowledge of therapeutic principles and techniques of group and individual activities used in rehabilitation therapy, and skill in their application, in order to provide quality activities and enhance level of resident care</li><li>3. Thorough knowledge of various types of rehabilitation and entertainment activities in order to provide variety and diversity in activity programs</li><li>4. Knowledge of basic pathology involved in diseases and injuries resulting in mental and physical disabilities in order to develop appropriate assessments and interventions</li><li>5. Thorough knowledge of physical and psychological problems of the disabled person in order to develop appropriate assessments and interventions</li><li>6. Basic knowledge of equal employment opportunity issues and objectives in order to create and maintain a fair and equitable work environment</li><li>7. Thorough knowledge of State and Federal standards and regulations governing activity programs in health care facilities</li></ol> <p><b>Ability to:</b></p> <ol style="list-style-type: none"><li>1. Ability to plan and supervise a comprehensive rehabilitation therapy program for an institution in order to meet the needs of the population served</li><li>2. Ability to provide leadership of various types of rehabilitation and entertainment activities in order to ensure residents' needs/desires/preferences are met</li><li>3. Ability to interpret rehabilitation therapy activities to hospital personnel, relatives, patients, and others in order to effectively convey the importance of the activity/rehabilitation therapy department</li><li>4. Ability to teach others basic activity skills in order to maintain compliance with regulations</li><li>5. Ability to prepare reports and keep records to be included in case histories in order to communicate findings, enhance therapy, and comply with departmental policies and procedures</li><li>6. Ability to analyze situations accurately in order to adopt an effective course of action</li><li>7. Ability to effectively contribute to Equal Employment Opportunity objectives in order to create and maintain a fair and equitable work environment</li></ol>
<b>SPECIAL TESTING ARRANGEMENTS</b>	<p>If you have a disability and need special testing arrangements, mark the appropriate box on the "Examination Application." You will be contacted to make special arrangements. If you have any questions, you may contact the CalVet Examination Unit at (916) 653-2535.</p>
<b>VETERANS PREFERENCE POINTS / CAREER CREDITS</b>	<p>Veterans' preference credit will be added to the final score of all competitors who are successful in this examination and who qualify for and have requested these points. Due to changes in the law, which were effective January 1, 1996, VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS' CREDITS. Career credits will not be granted in this examination.</p>

See Following Page (Page 3) For Additional Information

EXAMINATION PLAN	<p>This examination will consist of a qualification appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of a 70% must be attained in the interview. <b>COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.</b> Accepted applicants are required to bring either a photo identification card or two forms of signed identification to the interview.</p> <p><b>Qualifications Appraisal – Weighted 100%</b></p> <p>If conditions warrant, this examination may utilize an evaluation of each candidate's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his/her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.</p>
ELIGIBLE LIST INFORMATION	<p>The resulting eligible list will be used to fill vacancies at the Veterans Homes in Barstow, Chula Vista, Fresno, Lancaster, Redding, Ventura and/or West Los Angeles. The list will be abolished 12 months after it is established unless the needs of the service and conditions of the list warrant a change in this period.</p>

General Information

**For an examination with a written feature,** it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three days prior to the written test date if he/she has not received his/her notice of appointment.

**For an examination without a written feature,** it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three weeks after the final filing date if he/she has not received his/her notice.

**If a candidate's notice** of oral interview or performance test fails to reach him/her 3 days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

**Applications are available** at [www.jobs.ca.gov](http://www.jobs.ca.gov), local offices of the Employment Development Department and the testing department on this job bulletin.

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The testing department** reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and/or contact the testing department at (916) 653-2535.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

See Reverse Side (Page 4) for Additional Information

**General Information, Continued**

**High School Equivalence is Required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis. **NOTE: For peace officer classifications please refer to the testing department for special requirements.**

**Veterans' Preference Points:** California Law (Government Code 18971-18978) allows the granting of Veterans' Preference Points in Open entrance and Open, Non-Promotional entrance examinations. Veterans' Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for and have requested these points by mail. **In Open (only) entrance examinations, Veterans' Preference Points are granted as follows:** 10 points for veterans, widows, and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. **In Open, Non-Promotional entrance examinations, Veterans' Preference Points are granted as follows:** 10 points for veterans and 15 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. Permanent State civil service status means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the CalHR. Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093) which is available at [www.calhr.ca.gov](http://www.calhr.ca.gov) and the Department of Veterans Affairs.

**Career Credits:** In open, non promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the state who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirement specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their service status in the appropriate section of the application Form 100-678.

**Felony Disqualification:** You are disqualified from being employed as a peace officer if: (1) You have been convicted of a felony in California or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in California; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): (1) has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; (2) has/have been expunged or is/are expugnable pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; (3) was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

**TTY** is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device. **(916) 653-1966.** California Relay Service for Hearing Impaired Only **(800) 735-2929.**

It is an objective of the state of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

*End*